The Mechanisms of Teaching People and Managers for Improving the Interaction between People and Government: Implications from Al-Mizan Commentary

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Interactions between people and government stand at the centerpiece of governments, and governmental administrators are always looking for the best mechanism to increase this relationship both quantitatively and qualitatively. Following a qualitative approach and based on the investigative implications of the wonderful commentary of Al-Mizan and problem-oriented analysis of the Holy Qur'an, this research conceptualized the training mechanism of improving interaction between people and government through deriving 496 themes from 1921 verses. The Holy Qur'an addresses different mechanisms for the training of both managers and peoples to improve public participation in the community. Eighteen mechanisms were identified for this purpose, including training to interact with one another, training public participation, (Jihad, Zakat, Inf'agh), training accountability and leadership, clarifying the companionship of faith and good practice, instructing how to enjoin good and forbid evil. Seven mechanisms were identified for training managers, most important of which include training how to strengthen the relationship between the leader and people based on companionship and sympathy, training of tolerance and readiness for advice, training explicit and fluent speaking to managers and the leaders, and teaching piety and evading from worldliness to managers and the leaders. Based on the instructions of the Holy Quran, therefore, we come to the conclusion that, firstly, teaching and learning are the key components of the establishment and improvement of interaction between people and government, and, secondly, they are necessary for both people and managers in various regards.

Keywords: *mechanisms of the interaction between people and government, training people, training managers, Islamic management.*

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Identifying Strategies for Promoting the Islamic-Iranian Model of Development

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The basic model of Islamic-Iranian development was designed after seven years of consistent scientific research conducted at "The Center for Islamic-Iranian Development Model". Following the designing of this model, the Supreme Leader of the Islamic Revolution, invited all scientific centers, elites, and scholars to inquire into the various dimensions of the document and to give recommendations for its completion and improvement. Hence, this research is intended to investigate the dimensions and characteristics of the basic model to promote the document. Following a qualitative approach and using grounded theory, the researchers interviewed 43 scientific and administrative experts in the field of policymaking to collect data. 268 basic concepts were identified which were classified in 16 categories. In order to validate the derived concepts and categories, five core groups were held with policymaking experts, and the categories were classified into four dimensions including institutional-structural, methodological, content and administrative-observatory challenges. According to the identified categories of this research, it seems necessary that the Center for Islamic-Iranian Model of Development reviews the model and revises it to address the deficiencies and to design the final desirable model.

Keywords: *basic model, Islamic-Iranian development, challenges and problems, grounded theory.*

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The Rationality of Jihadi Management

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As the foundation of management, rationality can provide distinctive features for schools of management. At present, in spite of attention to religious rationality in the current researches, the rationality of Jihadi management has not been specifically addressed. This research is aimed at understanding the rationality of Jihadi management by investigating related verses to Jihad in the following commentaries of the Holy Qur'an: "Almizan", "Nemoneh", "Majmaulbayan", and "Tasnim". Speeches of the Supreme Leader of the Islamic Revolution concerning Jihadi management as well as the views of the scholars have also been studied. This research follows a comparative qualitative content analysis. Accordingly, in the first stage, three types of rationalities, that is, theoretical, practical and performance, were selected as the comprehensive categories. An analysis of the various documents and interviews resulted in the identification of the subcategories. The study resulted in 791 codes, which were categorized into 75 sub-themes, 12 main themes and three types of wisdom, which were included in the final model of the research. The results indicated that theoretical rationality includes belief in the struggle between right and wrong and special compassion from God: practical rationality includes religious components, attention to supernatural power, and fighting against the enemies; finally, performance rationality includes the components of wisdom, sacrifice, the constructive relationship between the leader and the followers, the problem-orientation, systematicity, the proper encounter with the enemy, and endeavor.

Keywords: *Jihad; Jihadi management; rationality; theoretical rationality; practical rationality; performance rationality.*

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Explaining and Designing a Conceptual Modeling of Islamic Controlling from Imam Ali's Point of View

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Organization deviate from their programs in the absence of proper control. As controlling is rooted in the culture of the organizations and the society, it is necessary to have locally appropriate control over to the organizations. In the Islamic Republic of Iran, we need to use Islamic concepts for inserting control. The best sources for this purpose include the sayings of Imam Ali (Amir-al-M'uminin), especially those compiled in "Nahj-al-Balaghah" and "Ghurar-al-Hekam. Using thematic analysis, the most important qualitative methods, and employing the MAXQDA 10 software, the researchers reviewed these sources with regard to control. In this phase, more than 2,800 primary themes were identified, from which 2718 remained after the final refinement. Of these, 1,088 primary themes are related to Nahj-al-Balaghah, and 1,630 are related to Ghurar-al-Hekam. The primary themes were grouped into 133 main themes, and were grouped into 38 organizing themes. Then, they were grouped into 8 comprehensive ones including: human resource characteristics, types of control, principles governing control, punishment and encouragement, necessity of control, setting up, control problems and consequences. Ultimately, all the themes were included in the comprehensive Islamic themes from the viewpoint of Imam Ali (peace be upon him).

Keywords: *control; Nahj-al-Balaghah; Ghurar-al-Hekam; thematic analysis*

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A Model for Improving Research Ethics: Conditions, Foundations, Strategies and Outcomes

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This research is a step towards production of science in line with the future of man. The persistence of human communities is dependent on their adherence to ethics. Ethics and research mutually interact and have effect on each other. Therefore, this research is aimed at providing strategies for achieving ethical research. Due to the importance of researches regarding science and scientific issues, the researchers decided to devise strategies after the investigation and identification of conditions and foundations. This research follows an applied purpose. In the first phase, the researchers looked for various keywords in the most important research institutes and internal and external databases. It resulted in the selection of 128 works directly related to research ethics. Finally, using the MAXQDA software and based on the grounded theory, initial codes were extracted from the selected research. They were then categorized and were used to design a model for the improvement of research ethics.

Keywords: *research; research ethics; improving research ethics; grounded theory.*

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Investigating the Impact of Islamic Values on Organizational Citizenship Behavior: the Role of Member-Leader Relationship and Organizational Commitment

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Islamic values are issues considered by people in human and organizational life in an Islamic society. Paying attention to this can have positive outcomes for individuals and organizations. This research is intended to investigate the role of Islamic values on organizational citizenship behavior with leader-member relationship and organizational commitment as mediators. This is an applied research in terms of purpose, which follows a descriptive survey method and correlation test. The statistical population consists of 230 employees of the Social Security Department of Hamadan Province. The sample size was estimated by the relative stratified method as 144 according to Morgan table. Questionnaires were employed for data collection whose validity was verified by confirmatory factor analysis, and its reliability was confirmed by Cronbach's alpha coefficient. Data analysis was performed by LISREL software. The results of structural equations indicated that Islamic values affected positively and significantly organizational citizenship behavior (0.72), leader-member relationship (0.59) and organizational commitment (0.53). Also, leader-member relationship and organizational commitment affected organizational citizenship behavior (0.57 and 0.61 respectively). This relationship affected organizational commitment positively (0.86). The results also indicated that paying attention to the Islamic values in the organization contributes to citizen's behavior, as well as to the organizational behavior of individuals who are committed to the organization, and those who adhere to the leader-member relationship. It is suggested that Islamic values be chosen as the basis of the employees' performance and those who are more committed to these values in the organization be encouraged.

Keywords: *Islamic values, organizational citizenship behavior; organizational commitment; leader-member relationship*

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